

NORTH STAR COLLECTIVE OVERVIEW

The New England Board of Higher Education (NEBHE) is pleased to grow the **North Star Collective** (NSC) and the **North Star Collective Faculty Fellowship** in the 2024-2025 academic year.

These are part of NEBHE's broader **reparative justice initiative**, which is committed to restoring, nourishing and uplifting BIPOC faculty in the region, and supporting leaders as they transform institutions around racial equity.

In the pilot year (2021-2022), we launched the Collective with 13 founding institutional members, a group of colleges and universities in the region that share best practices and expertise, and provide support and accountability for institutions as they transform their institutions and uplift BIPOC faculty on their campuses. In 2023-2024, we expanded to 18 institutions.

In our fourth year, we hope to **expand to 20 institutions** to form the Collective.

CONTACT US



NSC Founding Co-Directors:

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 **NORTH STAR
COLLECTIVE**



**2024-2025
PROGRAM BROCHURE**

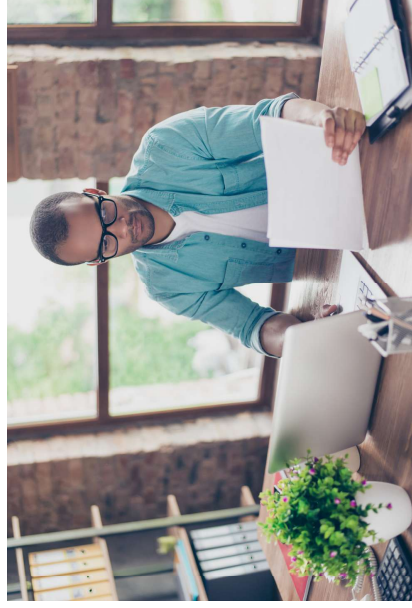
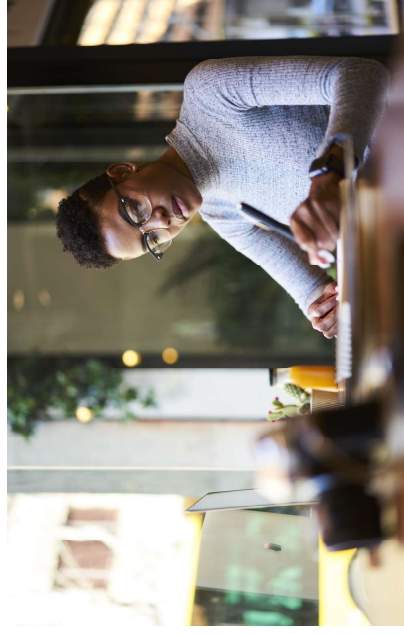
INSTITUTIONAL MEMBER BENEFITS

- **Up to Two Seats for BIPOC Faculty in the North Star Collective Faculty Fellowship**
(Note: There is no limit to the number of faculty members from an institution that can apply)

- **Annual Collective Convening** to bring together faculty and administrators to collaborate, share best practices, and problem-solve on issues of racial equity
(Note: Membership includes registration for up to three administrators, staff, and faculty from each institution to attend though more might be available at an additional per-participant fee)

- **A Community of Institutions Invested in Racial Justice** that can provide support and accountability

- **Recognition as a North Star Collective Institutional Member** in NEBHE materials, including website and publications



INSTITUTIONAL MEMBER COMMITMENTS

- **Yearly membership fee** of \$6,500
- **Promote NEBHE's reparative justice and NSC initiatives** on their campuses
- **Promote the North Star Collective Faculty Fellowship** among BIPOC faculty
- **Provide support for NSC Faculty Fellows at your institution** including additional travel funds for those who live over 3 hours away from each in-person event
- **Support senior leaders' participation** in the Collective Annual Convening
- **Share periodic updates with Collective** on transformative, restorative, nourishing and uplifting projects undertaken by institution

*Members are also encouraged to provide **in-kind support**, such as:

- Campus space for the NSC Collective convenings, Faculty Fellowship writing retreats, or Faculty Fellowship Closing Colloquium

BIPOC FACULTY FELLOWSHIP

The **North Star Collective Faculty Fellowship** is a semester-long fellowship in Spring 2025 that promotes healing and repair by providing a nourishing community of care, mentorship and professional development for early career BIPOC faculty in New England.

The Fellowship is created **by BIPOC faculty for BIPOC faculty** to support their professional development. It is focused specifically on supporting fellows' writing and publishing endeavors and overall wellbeing, which are both essential to advancement, tenure and promotion. The Fellowship will provide a support network for BIPOC faculty to help navigate the challenges they face in their academic careers, to promote wellness and healthy work-life balances, and to foster a community of care for Fellows' holistic growth. The Fellowship is unique in its focus on **racial trauma healing**.

In the 2024-2025 academic year, the NSC hopes to select **up to two fellows from each member institution (approximately 30-32 total)**.



FACULTY FELLOWSHIP ELIGIBILITY

- **Self-identifying BIPOC faculty** including those who are Black/African/African American, Latinx/ Hispanic, Native/ Indigenous, Arab/Middle Eastern, Asian/ Asian American/Pacific Islander, and Multiracial
- Must have a **doctorate or terminal degree by September 2024** (PhD, EdD, JD, MFA, or equivalent)
- **Early-career or recently tenured faculty in all fields at NSC member institutions** including full-time tenure-track or core assistant professors, recently tenured associate professors (received tenure after 2022), visiting assistant professors, lecturers, and NTT contract/adjunct faculty

FACULTY FELLOWSHIP BENEFITS

- **A \$1,000 stipend** for research, publication, and professional development
- **A Writing Retreat** (3 days/2 nights) with a mentored workshop "Owning Your Writing Practice: A Holistic Approach to More Joyful and Productive Writing" in January 2025
- **An In-Person Midpoint Writing Getaway** (2 days/1 night) with a mentored workshop "Planning for Tenure, Promotion, or Alt-Ac Careers as BIPOC Faculty in PWIs" in March 2025
- **Biweekly Virtual Writing Accountability Groups** with peer fellows (two hours every other week for three months in the semester: February - April 2025)
- **A Closing Colloquium and Honoring Ceremony** to celebrate fellows with a mentored workshop "Beyond Academia: Is There Such a Thing as Work-Life Balance?" in May 2025
- **Networking and peer mentorship**
- Opportunities for fellows to **promote and elevate research**

FACULTY FELLOWSHIP WORKSHOPS

COLLECTIVE SCHEDULE FALL 2024

COLLECTIVE SCHEDULE SPRING 2025

(1) Owning Your Writing Practice: A Holistic Approach to More Joyful and Productive Writing

- Getting started, navigating writer's block, overcoming barriers to writing progress
- Setting and navigating writing goals and timelines
- How to increase focus, motivation, and perseverance

(2) Planning for Tenure, Promotion, or Alt-Ac Careers as BIPOC Faculty in PWIs

- Understanding tenure and promotion expectations
- Building and prepping dossier, writing narrative
- Publicizing work and elevating scholarship
- Identifying reference letter writers
- Planning for and securing alt-ac jobs

(3) Beyond Academia: Is There Such a Thing as Work-Life Balance?

- Relocation, establishing new community
- Establishing and nourishing family, friends, fellowship
- Hobbies, non-work interests, activism, self-care practices
- Navigating unexpected life transitions / hardships
- Taking medical / personal leave, parental leave, and tenure extensions

September 2024:

- Deadline for NSC member institutions to pay \$6,500 yearly membership fees (September 1)
- Publicize call for applications for NSC Faculty Fellowship

October 2024:

- Virtual Information Session for NSC Faculty Fellowship (Friday, October 4)

November 2024:

- Deadline for NSC Faculty Fellowship applications (Friday, November 1)

December 2024:

- Announce 2025 cohort of NSC Faculty Fellows (early December)
- NSC Faculty Fellowship Virtual Orientation (Friday, December 20)

January 2025:

- In-Person Writing Retreat (3 days/2 nights) for NSC Faculty Fellows (January 8-10)

February 2025:

- Virtual Biweekly Writing Accountability Groups begin for NSC Faculty Fellows and continue through April 2025

March 2025:

- NSC Faculty Fellow In-Person Midpoint Writing Getaway (March 7-8)

April 2025:

- NSC Collective Annual Convening (Friday, April 11)

May 2025:

- Closing Colloquium for NSC Faculty Fellows and Reception for Institutional Leaders (Friday, May 2)